

## ***Our Ethics (Enduring Values):***

### Quality First:

Plan & execute accurate, complete, timely and reliable work. Integrity never compromised.

### Respect for People:

Appreciates and leverages diversity in experience, heritage, education, organization level and gender.

### Customer Focus:

Makes customers a primary focus, develops and sustains loyal, productive relationships.

### Teamwork:

Collaborative with customers, suppliers & associates at all levels towards mutual objectives.

### Innovative:

Generates and implement creative solutions. Challenges current methods and seek alternatives.

### Deliver Results:

Driven to deliver short and long-term results. Maintains focus on what's most important.

### Adapting to Change:

Able to effectively adapt an environment of change, uncertainty, and ambiguity.

### Continuous Improvement:

Develops and implements creative solutions to systems and processes.

### Intellect:

Understands the conceptual, strategic, tactical and technical aspects of an issue.

### Strategic Skills:

Gathers, organizes and analyzes data from various perspectives to develop and implement comprehensive action plans that achieve breakthrough results.

### Organizational Impact:

Establishing, communicating and executing a vision and mobilizing others to share the passion. Positive Influences outside of area of responsibility.

### Management by Fact:

Gathers, analyzes and summarizes data to draw rational, fact-based conclusions.

### Sense of Urgency:

High energy, bias for taking action. Spontaneously recognizes and resolves issues.

### Entrepreneurial:

Belief in one's ability to take on new and difficult challenges and take risks.

### Tough Minded:

Courage and conviction to identify/make difficult decisions swiftly, fairly and with respect.

### Maturity:

Insight into strengths and weaknesses of self and others. Exhibits and commands attention and respect, maintain self-control, conveying confidence and instilling confidence in others